

What Ever Happened to.....

A follow-up study of Cal State Northridge Students

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Objectives for Today

- Overview interest in labor market outcomes for higher education.
- Discuss value of common labor market measures for all higher education institutions
- Discuss method for merging basewage file and student records to assess labor market outcomes.
- Overview of Northridge Pilot Study.
- Next Steps

What Driving Interest In Labor Market Outcomes

- Skepticism about higher education.
- Political drive for more accountability in higher education.
- Accrediting bodies moving from inputs to outcomes.
- The Great Recession.

Can we have meaningful labor outcomes without common measures?

● NO!

- As with graduation rates and student loan default rates need standard measures.
- Our goal a common method for measuring labor market outcomes for the UC, cSU and CCC

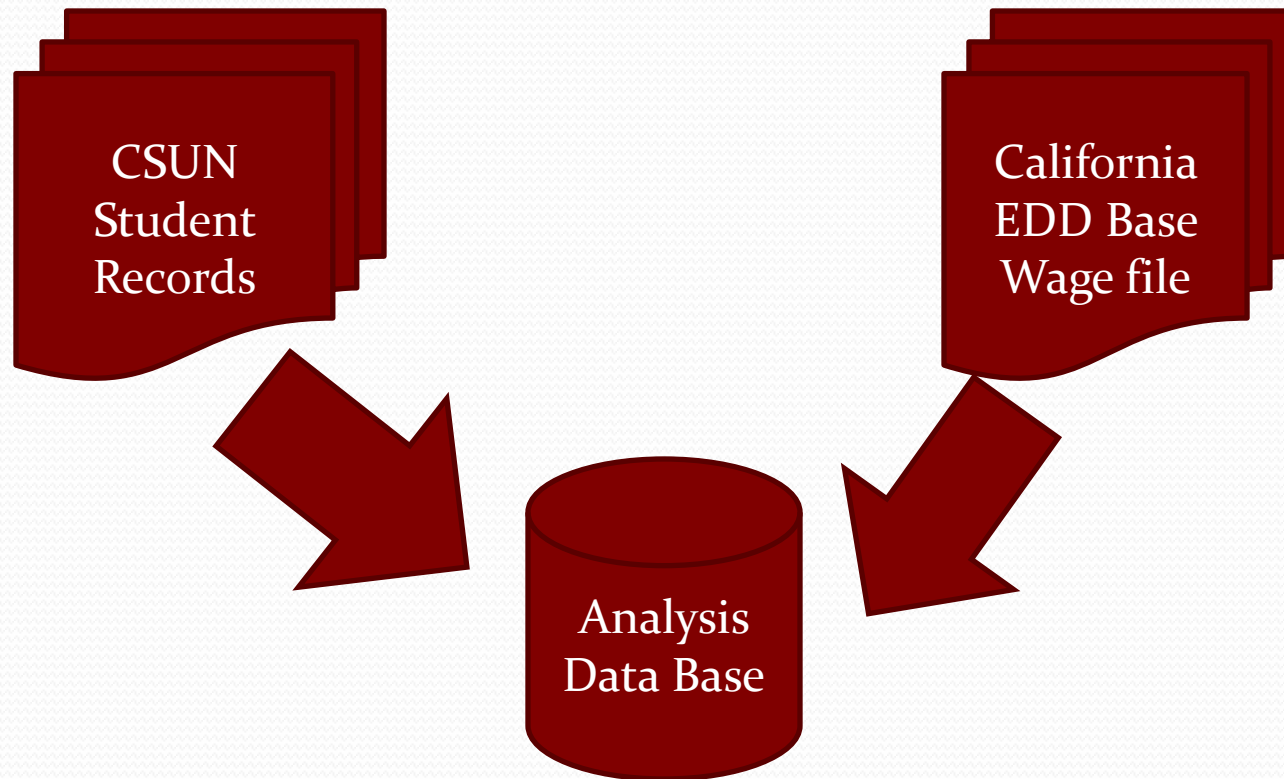
Purpose of the CSUN Project

- To find out how CSUN students do in the labor market over time.
 - Are they employed?
 - How much do they earn?
 - How do student characteristics and experiences at CSUN affect labor market success?
- To measure the labor market outcomes for all CSUN Students 1995-2000
- Graduate and Undergraduates
- Dropouts and Graduates
- Test how an efficient large scale follow up system can be used

- The cherished view of some academics that higher education started out on the Acropolis of scholarship and was desecrated by descent into the Agora of materialistic pursuits led by ungodly commercial interests and scheming public officials and venal academic leaders is just not true for the university systems that have developed at least since 1200 A.D. If anything, higher education started in the Agora, the market place, at the bottom of the hill and ascended to the Acropolis on top of the hill...Mostly it has lived in tension, at one and the same time at the bottom of the hill, at the top of the hill, and on many paths in between.
- Kerr, Clark. (1988) *Higher Education in Service to the Labor Market: Contributions and Distortions*. Philadelphia: Institute for research in Higher Education, University of Pennsylvania.



The Approach



CSUN Student Records

- All Entering Students 1995-2000
 - First time freshman
 - Transfers
 - PostBac
 - Total 44,437
- Allows us to trace graduates and exiters

California Base-Wage File

- All California Workers with earnings covered by Unemployment Insurance.
- Quarterly earnings reported by employers, not self reported.
- Individuals may have multiple employers in a quarter.

Creating a Match

- Matched student SSN to Base Wage file.
- To be match must have no more than two consecutive quarters of no earnings.
- Included

Quarters	\$	\$			\$	\$	\$		\$	\$
	Year 1 Found									

- Excluded

Quarters	\$	\$				\$		\$	\$	
	Year 1 Not Found									

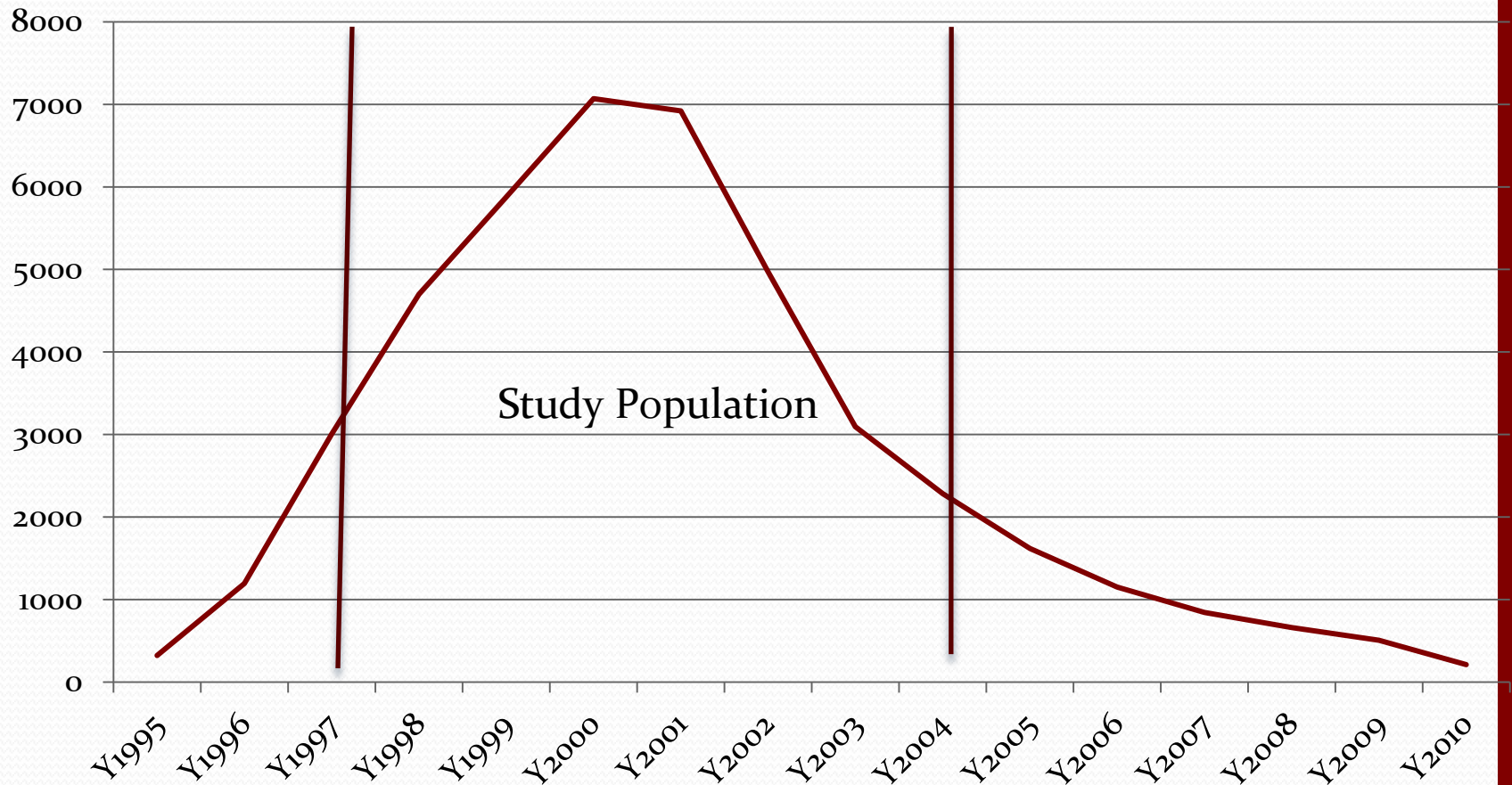
Key Assumption

- Records with **three or more** consecutive quarters are **not found**.
- You may:
 - Move out of state
 - Out of labor market (raising children, deceased,)
 - Other possible explanations: in military, federal employee, self employed.

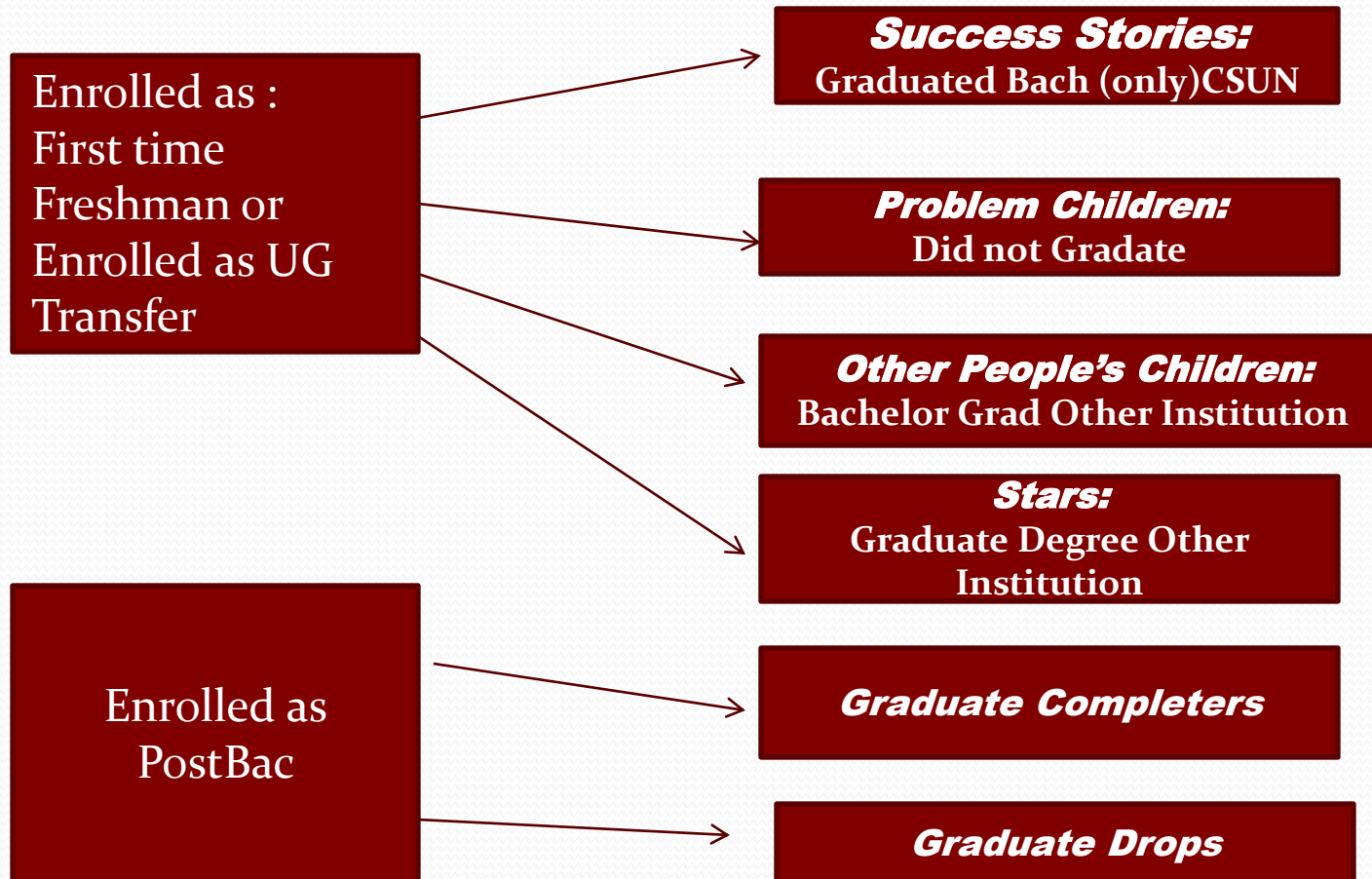
Other Measurement Stuff

- Earnings are adjusted for inflation to 2010 \$\$\$
- 1995-2000 entering students are put in to exiting annual cohorts 2000-2005
- Dropouts are student who stopped attending 1995-2010 without completing a degree.
- Identified students who graduated elsewhere with National Clearing House

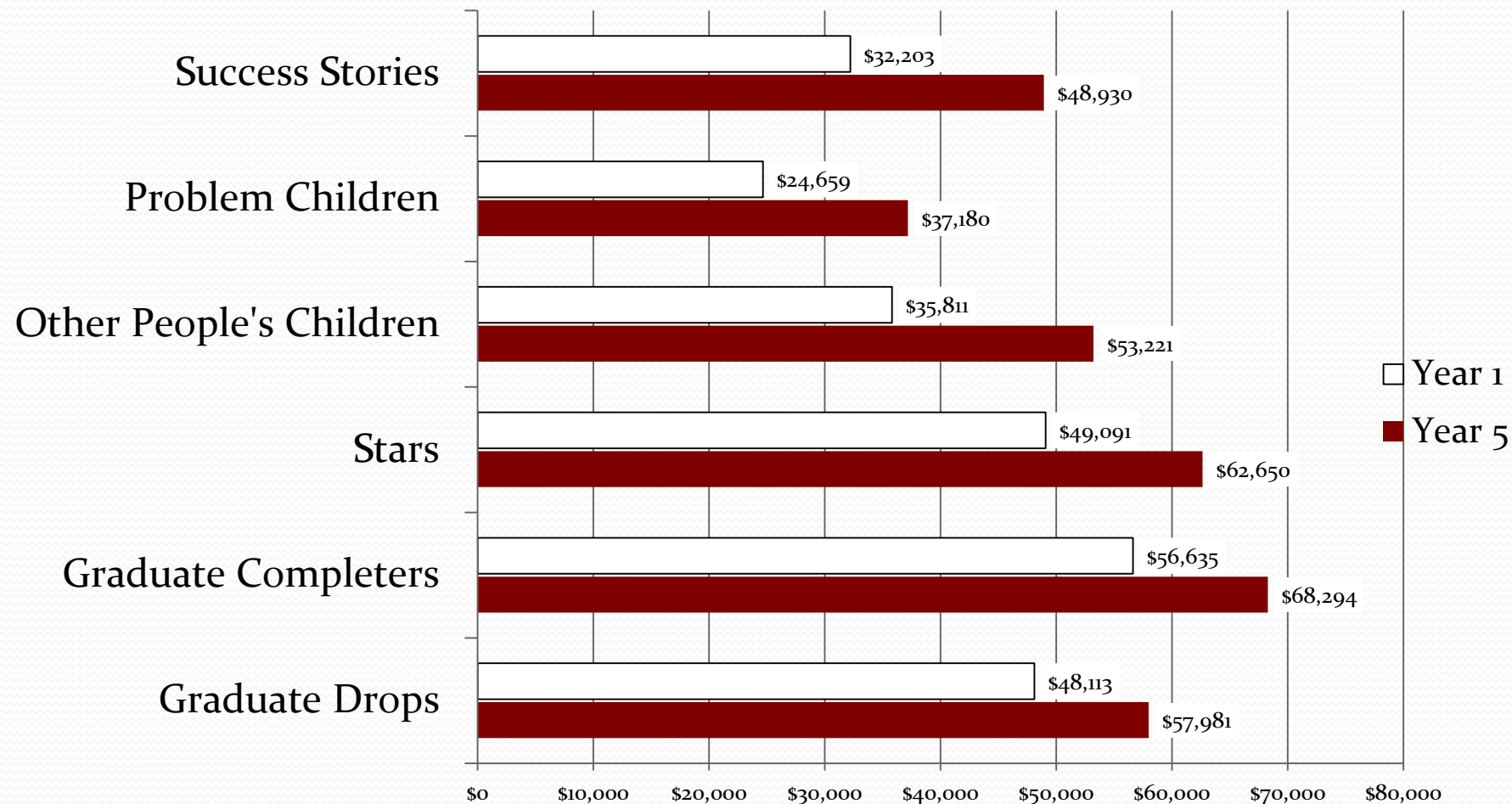
Number of Exiters and Study Population



We created six paths through CSUN

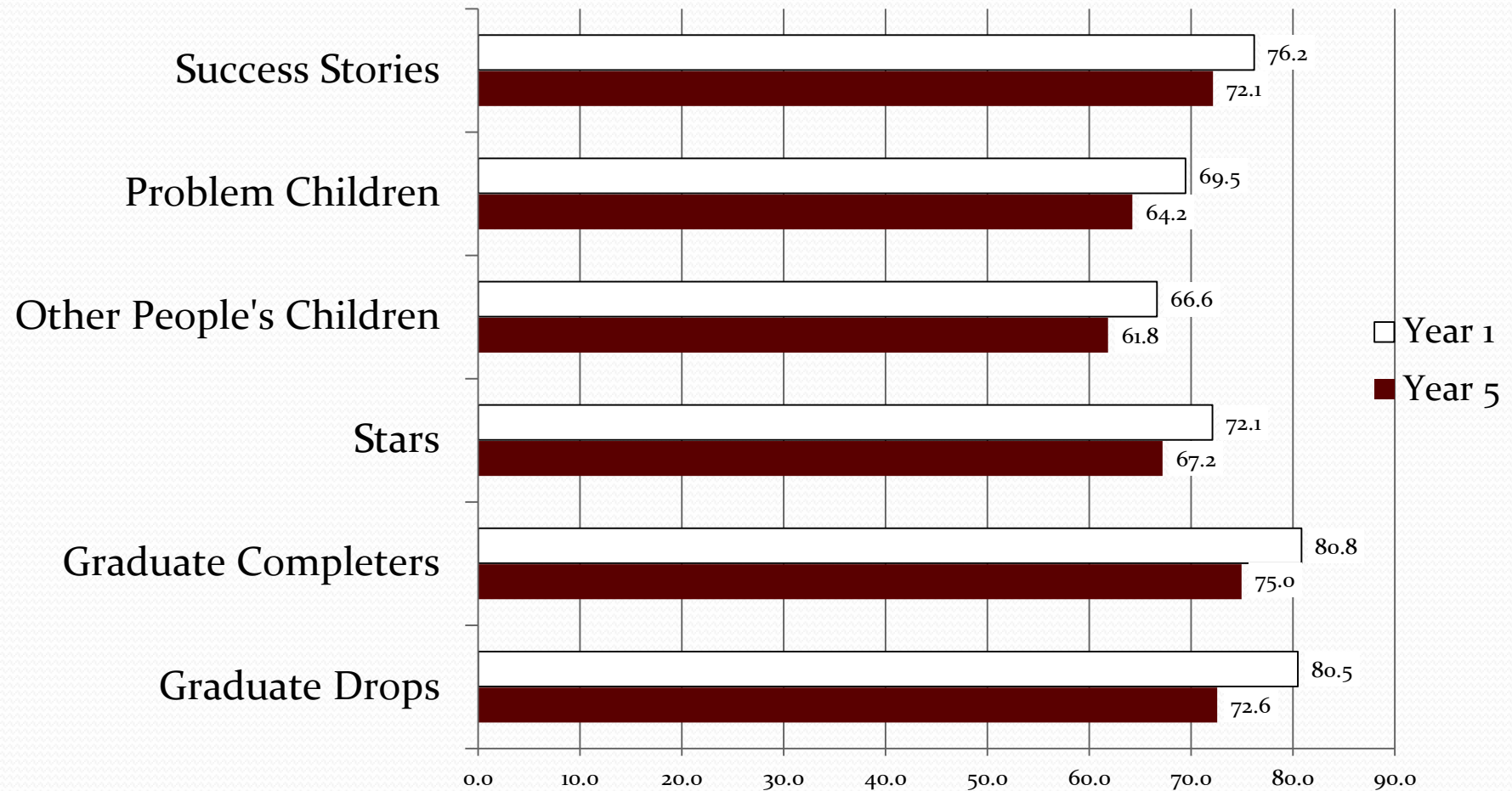


Average Earnings: All Years, All Colleges

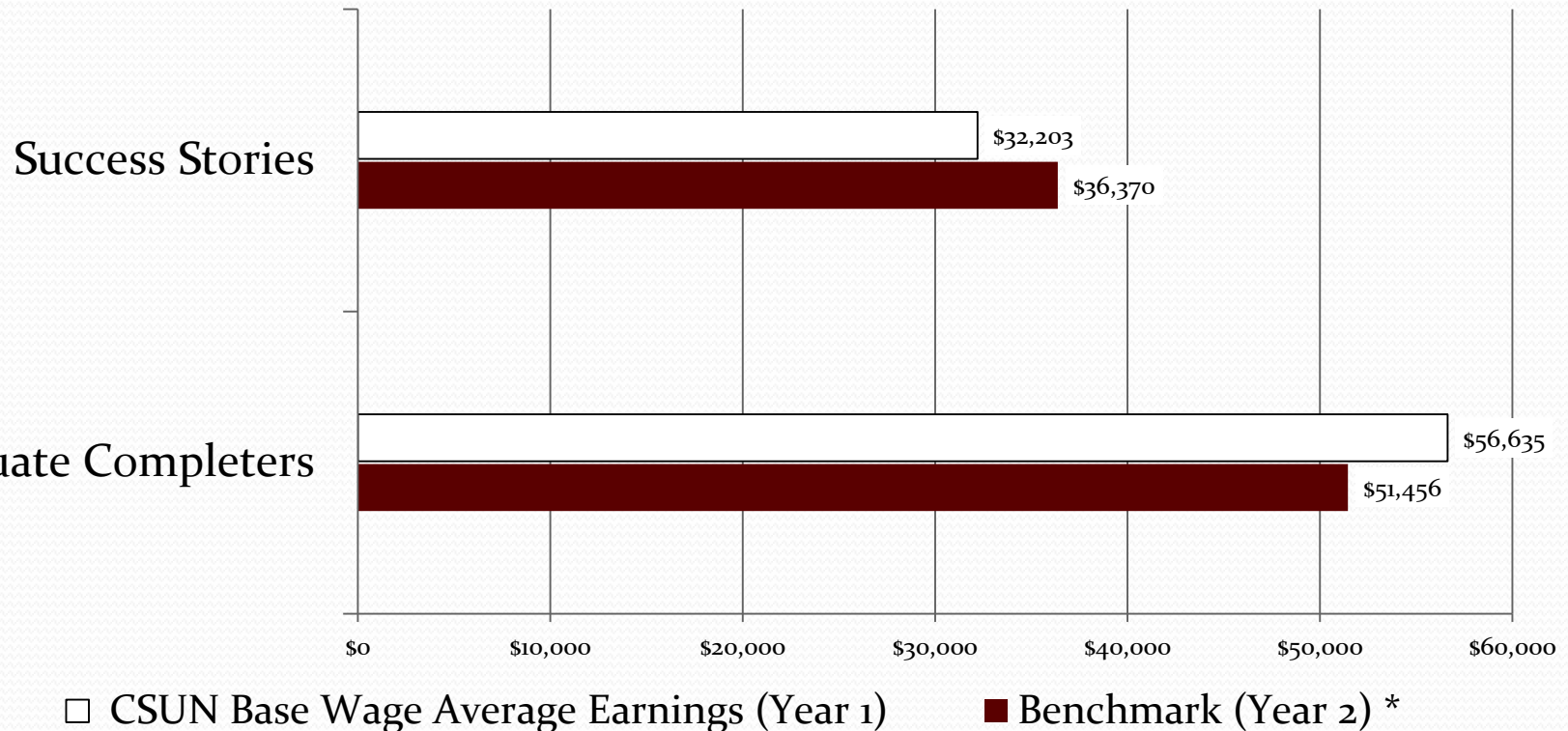


* All earnings adjusted for inflation to 2010 dollars

Percent Found: All Years, All Colleges



Average Earnings: All Years, All Colleges with National Benchmark



*Survey of Recent College Graduates, from <http://www.nsf.gov/statistics/sestat/>

** All earnings adjusted for inflation to 2010 dollars

Success Stories: Students Who Entered in 1995-2000 as Freshmen or Transfers Who Graduated in 1997-2005, with Bachelors Only from CSUN

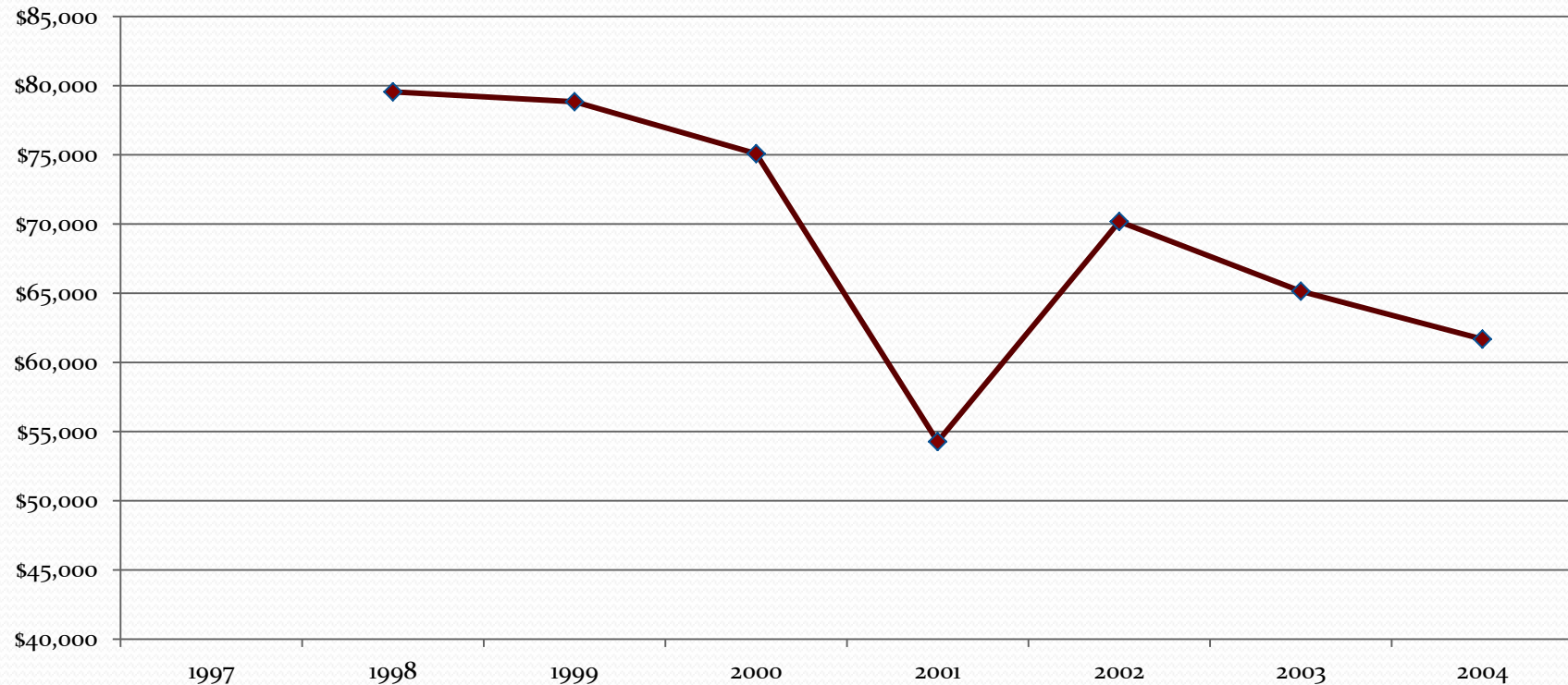
by College

Year After Graduation	Avg Earnings		# Found		Total #		% Found	
	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5
All Groups	\$32,203	\$48,930	12,114	10,945	15,900	15,171	76.2	72.1
Arts, Media and Communications	\$27,763	\$43,085	1,957	1,742	2,618	2,519	74.8	69.2
Business and Economics	\$38,802	\$55,930	3,088	2,733	4,031	3,852	76.6	71.0
Engineering and Computer Science	\$47,746	\$68,121	505	473	696	638	72.6	74.1
Education	\$27,561	\$40,801	144	129	178	175	80.9	73.7
Health and Human Development	\$29,140	\$47,328	1,840	1,677	2,342	2,245	78.6	74.7
Humanities	\$28,771	\$44,248	1,733	1,626	2,235	2,119	77.5	76.7
Social and Behavioral Sciences	\$30,002	\$46,004	2,330	2,111	3,055	2,935	76.3	71.9
Science and Mathematics	\$28,022	\$47,833	517	454	745	688	69.4	66.0

* All earnings adjusted for inflation to 2010 dollars

The Larger Economy Matters

CSUN: Bachelors in Computer Science: Year 5



* All earnings adjusted for inflation to 2010 dollars

Next Steps in the analysis

- Complete univariate analysis of subgroups:
 - Age
 - Gender
 - Ethnicity
 - Remediation
 - GPA
 - Transfer vs first time freshman
- By path and program

Longer Term Analysis Goals

- Regression analysis to answer complex questions:
 - What campus experiences influence future earnings?
 - How do earnings evolve over time for various subgroups?
 - Does working while enrolled influence earnings?

All Tables Available at CSUN Institutional Research Website

- New and updated can be located by selecting Alumni Earning on the left hand side of the Institutional Research website at : <http://www.csun.edu/~instrsch/csunnumbersindex.html>

Gender

**Success Stories: Students Who Entered in 1995-2010 as Freshmen or Transfers Who Graduated in 1995-2010, with Bachelors Only from CSUN
by College**

Gender	Avg Earnings		# Found		Total #		% Found	
	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5
Arts, Media and Communications								
F	\$28,022	\$42,025	1,178	972	1,557	1,557	75.7	62.4
M	\$27,650	\$44,460	860	772	1,204	1,204	71.4	64.1
Business and Economics								
F	\$38,994	\$53,341	1,676	1,435	2,181	2,181	76.8	65.8
M	\$39,439	\$58,790	1,543	1,299	2,065	2,065	74.7	62.9
Engineering and Computer Science								
F	\$47,298	\$63,919	105	85	149	149	70.5	57.0
M	\$47,798	\$69,042	459	388	628	628	73.1	61.8
Education								
F	\$27,126	\$40,460	136	118	168	168	81.0	70.2
M	\$38,519	\$44,463	13	11	18	18	72.2	61.1
Health and Human Development								
F	\$28,946	\$44,882	1,452	1,248	1,891	1,891	76.8	66.0
M	\$31,404	\$54,239	499	431	626	626	79.7	68.8
Humanities								
F	\$28,446	\$43,232	1,440	1,286	1,889	1,889	76.2	68.1
M	\$31,229	\$48,091	405	341	520	520	77.9	65.6
Social and Behavioral Sciences								
F	\$29,520	\$43,549	1,549	1,335	2,044	2,044	75.8	65.3
M	\$31,354	\$50,270	901	777	1,228	1,228	73.4	63.3
Science and Mathematics								
F	\$26,743	\$45,802	307	247	441	441	69.6	56.0
M	\$30,410	\$50,127	253	208	374	374	67.6	55.6

* All earnings adjusted for inflation to 2010 dollars

Gender

Success Story Group	Female-to-Male earnings ratio	
	1 yr	5 yr
Arts, Media & Communications	101%	95%
Business and Economics	99%	91%
Engineering and Computer Science	99%	93%
Education	70%	91%
Health & Human Development	92%	83%
Humanities	91%	90%
Social & Behavioral Sciences	94%	87%
Science & Math	88%	91%

Ethnicity

Success Stories: Students Who Entered in 1995-2010 as Freshmen or Transfers Who Graduated in 1995-2010, with Bachelors Only from CSUN								
by College								
Race Ethnicity	Avg Earnings		# Found		Total #		% Found	
Year After Graduation	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5
Arts, Media and Communications								
African American	\$26,805	\$40,985	175	140	209	209	83.7	67.0
American Indian	\$27,121	\$41,537	19	14	24	24	79.2	58.3
Asian (includes Pac Isl)	\$27,018	\$44,295	195	184	303	303	64.4	60.7
Latina/o	\$28,378	\$43,067	383	309	472	472	81.1	65.5
White	\$27,699	\$43,489	847	715	1,141	1,141	74.2	62.7
Unknown (includes Other)	\$29,004	\$42,905	377	330	501	501	75.2	65.9
International	\$25,017	\$41,175	42	52	111	111	37.8	46.8
Business and Economics								
African American	\$39,970	\$53,539	126	101	160	160	78.8	63.1
American Indian	\$40,574	\$59,402	17	11	21	21	81.0	52.4
Asian (includes Pac Isl)	\$37,139	\$54,326	632	554	850	850	74.4	65.2
Latina/o	\$40,121	\$56,772	585	449	707	707	82.7	63.5
White	\$40,594	\$58,048	1,148	984	1,472	1,472	78.0	66.8
Unknown (includes Other)	\$38,908	\$55,147	594	508	770	770	77.1	66.0
International	\$32,708	\$48,270	117	127	266	266	44.0	47.7
Engineering and Computer Science								
African American	\$42,302	\$76,375	15	14	24	24	62.5	58.3
American Indian	*****	*****	*****	*****	*****	*****	*****	*****
Asian (includes Pac Isl)	\$45,636	\$66,896	141	136	201	201	70.1	67.7
Latina/o	\$45,852	\$65,570	120	88	155	155	77.4	56.8
White	\$50,992	\$72,305	162	141	211	211	76.8	66.8
Unknown (includes Other)	\$50,330	\$69,437	88	60	126	126	69.8	47.6
International	\$42,518	\$55,926	35	32	54	54	64.8	59.3
Education								
African American	\$31,141	\$34,180	9	6	10	10	90.0	60.0
American Indian	*****	*****	*****	*****	*****	*****	*****	*****
Asian (includes Pac Isl)	\$21,827	\$44,337	8	6	11	11	72.7	54.5
Latina/o	\$28,762	\$40,155	25	23	33	33	75.8	69.7
White	\$27,614	\$38,392	70	64	89	89	78.7	71.9
Unknown (includes Other)	\$29,446	\$45,494	32	27	37	37	86.5	73.0
International	*****	*****	*****	*****	*****	*****	*****	*****

* All earnings adjusted for inflation to 2010 dollars

Ethnicity Cont.

Success Stories: Students Who Entered in 1995-2010 as Freshmen or Transfers Who Graduated in 1995-2010, with Bachelors Only from CSUN
by College

Race Ethnicity Year After Graduation	Avg Earnings		# Found		Total #		% Found	
	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5
Health and Human Development								
African American	\$28,075	\$43,406	128	100	152	152	84.2	65.8
American Indian	\$32,208	\$54,271	14	14	23	23	60.9	60.9
Asian (includes Pac Isl)	\$30,934	\$52,720	303	280	387	387	78.3	72.4
Latina/o	\$31,130	\$47,546	448	352	530	530	84.5	66.4
White	\$28,179	\$45,044	717	656	964	964	74.4	68.0
Unknown (includes Other)	\$29,856	\$47,860	327	263	420	420	77.9	62.6
International	\$26,363	\$46,844	14	14	41	41	34.1	34.1
Humanities								
African American	\$29,768	\$45,033	72	59	91	91	79.1	64.8
American Indian	\$22,571	\$42,405	13	12	14	14	92.9	85.7
Asian (includes Pac Isl)	\$25,694	\$39,536	142	145	215	215	66.0	67.4
Latina/o	\$31,859	\$47,099	721	621	875	875	82.4	71.0
White	\$27,264	\$42,708	616	544	840	840	73.3	64.8
Unknown (includes Other)	\$27,574	\$42,627	269	236	357	357	75.4	66.1
International	\$28,536	\$55,613	12	10	17	17	70.6	58.8
Social and Behavioral Sciences								
African American	\$31,953	\$45,753	239	186	300	300	79.7	62.0
American Indian	\$27,882	\$48,527	17	13	23	23	73.9	56.5
Asian (includes Pac Isl)	\$26,809	\$45,589	177	150	247	247	71.7	60.7
Latina/o	\$32,206	\$47,446	742	635	887	887	83.7	71.6
White	\$28,962	\$45,591	810	710	1,134	1,134	71.4	62.6
Unknown (includes Other)	\$30,024	\$45,535	445	394	628	628	70.9	62.7
International	\$20,234	\$32,544	20	24	53	53	37.7	45.3
Science and Mathematics								
African American	\$31,725	\$36,150	28	19	36	36	77.8	52.8
American Indian	*****	*****	*****	*****	*****	*****	*****	*****
Asian (includes Pac Isl)	\$29,046	\$54,148	103	78	153	153	67.3	51.0
Latina/o	\$29,044	\$48,856	124	88	161	161	77.0	54.7
White	\$28,398	\$44,148	193	168	280	280	68.9	60.0
Unknown (includes Other)	\$26,840	\$50,923	100	89	161	161	62.1	55.3
International	\$19,711	\$44,576	9	11	19	19	47.4	57.9

* All earnings adjusted for inflation to 2010 dollars

Age

Success Stories: Students Who Entered in 1995-2010 as Freshmen or Transfers Who Graduated in 1995-2010, with Bachelors Only from CSUN by College								
Age Category	Average Earnings		# Found		Total #		% Found	
Year After Graduation	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5	Year 1	Year 5
Arts, Media and Communications								
=< 25	\$27,152	\$43,354	1,712	1,446	2,278	2,278	75.2	63.5
26 - 35	\$32,222	\$41,575	261	239	381	381	68.5	62.7
36+	\$29,170	\$43,154	65	59	102	102	63.7	57.8
Business and Economics								
=< 25	\$37,609	\$55,631	2,494	2,092	3,232	3,232	77.2	64.7
26 - 35	\$44,220	\$56,914	587	514	797	797	73.7	64.5
36+	\$46,769	\$56,864	138	128	217	217	63.6	59.0
Engineering and Computer Science								
=< 25	\$46,609	\$68,929	433	358	586	586	73.9	61.1
26 - 35	\$50,566	\$66,134	114	98	162	162	70.4	60.5
36+	\$56,436	*****	17	*****	29	*****	58.6	*****
Education								
=< 25	\$27,331	\$39,957	118	98	144	144	81.9	68.1
26 - 35	\$32,420	\$45,145	25	27	35	35	71.4	77.1
36+	\$25,713	*****	6	*****	7	*****	85.7	*****
Health and Human Development								
=< 25	\$28,630	\$46,828	1,584	1,334	1,986	1,986	79.8	67.2
26 - 35	\$32,014	\$48,033	272	255	386	386	70.5	66.1
36+	\$38,344	\$51,913	95	90	145	145	65.5	62.1
Humanities								
=< 25	\$27,879	\$44,583	1,429	1,213	1,801	1,801	79.3	67.4
26 - 35	\$33,692	\$43,615	264	263	385	385	68.6	68.3
36+	\$32,083	\$42,689	152	151	223	223	68.2	67.7
Social and Behavioral Sciences								
=< 25	\$29,032	\$45,788	1,946	1,649	2,513	2,513	77.4	65.6
26 - 35	\$34,220	\$47,182	368	322	514	514	71.6	62.6
36+	\$35,935	\$46,112	136	141	245	245	55.5	57.6
Science and Mathematics								
=< 25	\$27,267	\$46,112	452	357	648	648	69.8	55.1
26 - 35	\$33,413	\$52,782	84	74	129	129	65.1	57.4
36+	\$32,177	\$57,148	24	24	38	38	63.2	63.2

* All earnings adjusted for inflation to 2010 dollars